



**Position:** Senior Director of Individual Giving  
**Location:** Remote with some travel  
**Reports to:** Chief Development Officer

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### **About SBP**

SBP, a social impact organization focused on disaster resilience and recovery, **solves the challenges facing at-risk communities** and scales impact with a proven model that brings the rigor of business and innovation to reduce risk, create resilient communities and streamline recovery. By taking this holistic approach, SBP shrinks the time between disaster and recovery.

SBP does this in three connected ways—prepare, shape and build

1. SBP **prepares** individuals, communities and organizations to mitigate risk and speed recovery.
2. SBP **shapes** federal policy and system change and state and local disaster recovery programs to be more efficient and effective.
3. SBP **builds** resilient communities efficiently and effectively and shares our proven model and approach with others.

### **Position Summary**

The Senior Director of Individual Giving serves a key role in creating new and lasting individual donor relationships and manages the Individual Giving team (currently 4 full time members). The Senior Director will leverage individual and organizational relationships to cultivate, steward and scale individual giving. They will help the organization scale the portfolio in three main categories: Annual Giving (\$0-9,999), Major Gifts (\$10,000 - 99,999), and Principal Gifts (\$100,000+). They will work to create a strategy to increase new gift levels by end of 2026. The Senior Director will report to the Chief Development Officer and collaborate with leaders across the organization.

### **Responsibilities:**

- Lead a remote team of 4, including two fundraisers, to meet fundraising goals and benchmarks.
- Manage a portfolio of individual donors qualifying, cultivating, soliciting, and stewarding donors to achieve annual and long-term fundraising goals.
- Develop and implement engagement strategies to cultivate new donors to join and existing members to renew gifts.
- Assess and improve day-to-day individual giving systems and processes and ensure team members are adhering to best practices regarding prospect identification, donor screening, solicitation and reports.
- Leverage longstanding corporate relationships to create opportunities for individual giving, employer match programs, and volunteer engagement.
- Work strategically with the Chief Development Officer to set goals, priorities, and direction for individual donor giving and acquisition.
- Collaborate with the Communications team on events such as Mid-Year Appeal, End of Year Appeal, Match Opportunities, Giving Tuesday, Key Individual giving proposal materials and fundraising events.
- Be able to articulate SBPs theory of change, value proposition and impact to current and prospective donors and stakeholders.
- Foster relationships of trust, respect, and accountability in working with team members, funders, stakeholders, and partners and adhere to SBP's values.

**Requirements:**

- 15-plus years of professional experience in nonprofit organization or fundraising; demonstrated success in a development function (managing and forging relationships with multiple donor sources).
- Experience in portfolio management – including transformational and multiyear - both individually and as a manager.
- Experience using and establishing best practices for a CRM, ideally Salesforce as well as other fundraising tools, platforms, and systems.
- Proven track record of expanding and cultivating existing donor relationships.
- Strong understanding of gift tables, how to accurately create, track, and communicate projections to various audiences.
- Results focused, but empathetic leader who balances team wellbeing, culture, constructive feedback and results.
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and build long-term relationships.
- Experience using and leveraging direct marketing, social media, crowdfunding, and other fundraising platforms.
- Familiarity with donor advised fund. Charitable trust and planned giving vehicles a plus.
- Ability to construct, articulate, and implement annual strategic development plan.
- Strong organizational skills with exceptional attention to detail and time management skills in a dynamic fast paced environment.
- Bachelor's degree required. Masters preferred.
- Able to satisfactorily pass a background check.
- Must be fully vaccinated against COVID-19 to CDC guidelines and able to provide vaccination documentation.

Salary Range: \$160,000K - \$180,000K

*SBP is building a diverse and experienced staff. The organization encourages multiple perspectives and experiences, supports a multicultural environment, and strives to hire and retain a diverse workforce that reflects the populations we work with and the communities where we work. Our hiring and business practices appreciate the strengths offered through different backgrounds.*

*SBP is an equal opportunity, affirmative action employer and is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.*

*It is the policy of SBP not to discriminate against any individual, person, or group on the basis of disability and the intent of SBP to address any complaints that may arise pursuant to Section 504.*